Organizational & Departmental Context (Culture):

Synthesis of Recommendations

1. Focused time and space for collaboration (purposeful, inclusive, consistent, with protocols)—working together toward goals
   * Something NSCC currently does. We’re looking to make adjustments to increase ongoing attendance and have impact on our teaching/student learning.
2. Faculty-driven informed data-gathering and evidence-based decisions
   * We have data gathering at 2 levels: institutional and departmental via common core final/pretests.
   * We need to take steps to interpret the results of gathered data from common core final/pretests to influence our teaching in order to improve student understanding.
   * Decisions have to be open-minded and unbiased
3. Ongoing professional learning opportunities that honor professional judgment of faculty
   * We are supported within the department/division
   * Does this mean being honored by external entities (admin, etc?)
4. Trusting environment with increased transparency and clarity in communications regarding learning processes and results (“it’s about the students”)
   * This exists among the NSCC grant core faculty at Reflection Fridays. We are committed to improving and expanding this to the whole department.
   * Element #4 doesn’t capture where the decision making process happens (for us that’s the department meeting) There isn’t quite the feeling of safety/trust in department meetings as there are at Reflection Fridays.
5. Culture of improvement and innovation—open to making mistakes and learning from them

This exists among the NSCC grant core faculty. We are committed to improving and expanding this to the whole math department.

1. Giving administrators a real “window to the work” (concrete evidence)—building relationships, open and explicit communications [think broadly about key administrative stakeholders]
   * North has shared RPM grant results with the Board of Trustees, President, VPI, and dean. The VPI and dean have visited our Reflection Fridays to see first hand the work we’re doing.